FACULTY SENATE
SENATE ASSEMBLY
UNIVERSITY OF MICHIGAN

6052 Fleming Administration Building
503 Thompson Street
Ann Arbor, MI 48109-1340

Committee on Anti-Racism

Minutes of February 26, 2021
Circulated: March 24, 2021
Approved: March 26, 21

Present: Partridge, Damani; Spencer, Deirdre; Thomas-Brown, Karen; Pal, Dinesh;; Burns, Daniel; Rush, Steven; Hutchings, Vincent; Yimfor, Emmanuel; Kwabi, David; Lehnert, Nicolai; Banasik, MaryJo; Devlin, Elizabeth

Absent: Allison, Mark; Henry, Yazier

Chair Partridge called the meeting to order. A motion was made to approve the January 20, 2021 meeting minutes. There being no further discussion, the motion passed, and the minutes were approved.
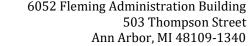
I. **CAR Website**
    a. Discussion centered on the website design, content, and communication goals.
    b. Website language: the committee created the language below based on the CAR charges to be displayed on CAR website.
        i. The Committee on Anti-Racism addresses the structural, procedural, cultural, and climate-related issues that contribute to systemic racism and racism experienced by faculty of color on the Ann Arbor, Dearborn, and Flint campuses.
        ii. List of identified issues faced by faculty of color. This list will be added once the contact form has been finalized.
            1. Macroaggressions
            2. Double standards: face different standards and expectations
            3. Unconscious bias
            4. Workplace harassment
            5. Professional isolation
            6. Receive less support from their managers
            7. Less likely to have bosses who promote their work contributions
                *citations
    c. Faculty Resources
        i. Links can be added to pdfs that offer faculty resources and information.
        ii. A rolldown menu can be added that can list a bibliography and distinguish between online and audio-visual resources available to the faculty.
        iii. Video resources can be posted using the Faculty Senate Office's YouTube page.
    d. Committee contact/communications with faculty
        i. Create a 'button' that will direct faculty to a form they can fill out to contact the committee regarding issues that the individual faces.

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- What data do you want to collect from the person submitting the form?
- Who should receive the contact form alert when it is sent?
- The form can be created to allow for anonymity by making the name and contact information optional.
- The website will include language and links to the university wide process for reporting grievances/issues that go beyond the scope of the committee's charges.
    ii. The committee would like to communicate with faculty of color beyond complaints, in order to inform faculty of existing resources and create a sense of community.
  e. Data collection
    i. Documents were shared with committee members to better understand the data that impacts faculty of color and what data is relevant to the committee charges.
    ii. Committee member Yimfor volunteered to review the documents and extract the important data points for further discussion with the committee.
    iii. Committee agreed that it needs to decide what data it would like to collect from faculty and then a discussion on how it will be collected will follow.

Next steps: Discussion topics for the next meeting
  a. What type of advising group should the committee form?
  b. Communications to the media, have an introductory article written for the University Record.
  c. Data collection, how and what information to compile.
  d. Possible creation of a community group.
  e. Contents of the SACUA CAR final report presentation in April.

4:30   Adjournment

Respectfully submitted,

Elizabeth Devlin
Faculty Senate Office

Faculty of color 7 items issues resources

"Terms such as marginality, alienation, isolation, and invisibility are often used in the literature to describe the campus climate for faculty of color as well as the experiences with university life" (Stanley, 2006, p. 703-4).

Going through tenure and promotion is characterized as "hazing" by many faculty of color.

"Female faculty of color are likely to be more engaged in teaching, advising, and committee-related activities than White male or female faculty and they are often excluded from collaborative research" (Stanley, 2006, p. 705).

Kimberly, N. Frazer. (2011). Academic Bullying: A Barrier to Tenure and Promotion for African American Faculty. Florida Journal of Educational administration & Policy 5:1, p.1-13.

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Louis, D., Rawls, G., Jackson-Smith, D., Chambers, G., Phillips, L., & Louis, S. (2016). Listening to Our Voices: Experiences of Black Faculty at Predominantly White Research Universities With Microaggression. Journal of Black Studies, 47(5), 454-474. Retrieved March 24, 2021, from http://www.jstor.org/stable/43926968

Caroline Sotello Viernes Turner. (2002). Women of Color in Academe: Living with Multiple Marginality. The Journal of Higher Education, 73(1), 74-93. Retrieved February 26, 2021, from http://www.jstor.org/stable/1558448

Christine A. Stanley. (2006). Coloring the Academic Landscape: Faculty of Color Breaking the Silence in Predominantly White Colleges and Universities. American Educational Research Journal, 43(4), 701-736. Retrieved February 26, 2021, from http://www.jstor.org/stable/4121775